

Doon Public School

A Senior Secondary School
Sector- 21, Panchkula. Ph: 0172- 2590514

Assignment – 2

Subject: Business Studies

Class: XII

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1. The Principles of Taylor and Fayol are mutually complementary. One believed that management should not close its ears to constructive suggestions made by the employees while the other suggested that a good company should have an employee suggestion system whereby suggestions which result in substantial time or cost reduction should be rewarded. Identify and explain the principles of Taylor and Fayol referred to in the above paragraph.
2. Nikita and Salman completed their MBA and started working in a multinational company at the same level. Both of them worked hard and were happy with their employer. Salman had the habit of back biting and wrong reporting about his colleagues to impress his boss. All the employees in the organization knew about it. At the time of performance appraisal, the performance of Nikita was judged to be better than Salman. Even then their boss, Mr. Samir, decided to promote Salman stating that being a female, Nikita would not be able to handle the complications of a higher post.
 - (a) Identify and explain the principle of management which was not followed by this multinational company
 - (b) Identify the values which are being ignored quoting the lines from the above paragraph.
3. Raj and Simran are both qualified eye surgeons and good friends. After obtaining a certificate of practice, they decide to pursue a career of their own choice. Raj starts an eye care centre in the city whereas Simran joins a government hospital in a small village. They meet after a long time in a party. Raj invites Simran to visit his eye care centre and she accepts his invitation. She observes at his clinic that there is a fixed place for everything and everyone and it is present there so that there is no hindrance in the activities of the clinic. Also, Raj always tends to replace 'I' with 'We' in all his conversations with the staff members. Later on Raj shares with her that he always deals with lazy staff sternly to send the message that everyone is equal in his eyes. In context of this case
 - (a) Identify and explain the various principles of management that Raj is applying for the successful management of his eye care centre.
 - (b) List any two values that Simran wants to communicate to the society by taking up a job in a village.
4. Hritik is desirous of setting up a small factory to manufacture different kinds of eco-friendly packaging materials. He proposes to adopt a logical approach to his business rather than hit and trial method as he knows that this can result in tremendous saving of human energy as well as wastage of time and materials. He plans to adopt paternalistic style of management in practice in order to avoid any kind of class-conflict that may emerge between him and the workers. Moreover, he plans to seek the opinion of his workers before taking any important decisions and also offers incentives to them for providing valuable suggestions for the business. In context of the above case :
 - (a) Identify and explain the various principles of scientific management that Hritik plans to apply in his business.
 - (b) List any two values that he wants to communicate to the society by offering eco-friendly packaging material.
5. Study Buddy Pvt. Ltd. is a company dealing in stationery items. In order to establish standards of excellence and quality in materials and in the performance of men and machines, the company adheres to benchmarks during production. Moreover, its products are available in limited varieties, sizes and dimensions thereby eliminating superfluous diversity of products. Identify the technique of scientific management which has been adopted by 'Study Buddy Pvt. Ltd.'.
6. What did Taylor want to communicate through mental revolution?
7. Briefly discuss work study techniques that help in developing standards to be followed throughout the organization.